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Chumley, L.S.

Hotel, restaurant and
domestic workers

Chicago

[1918]

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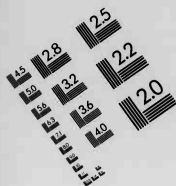
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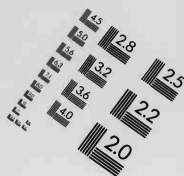
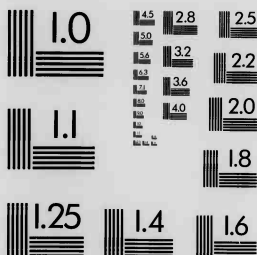
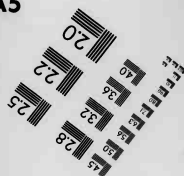
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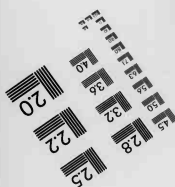


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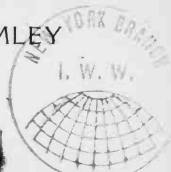
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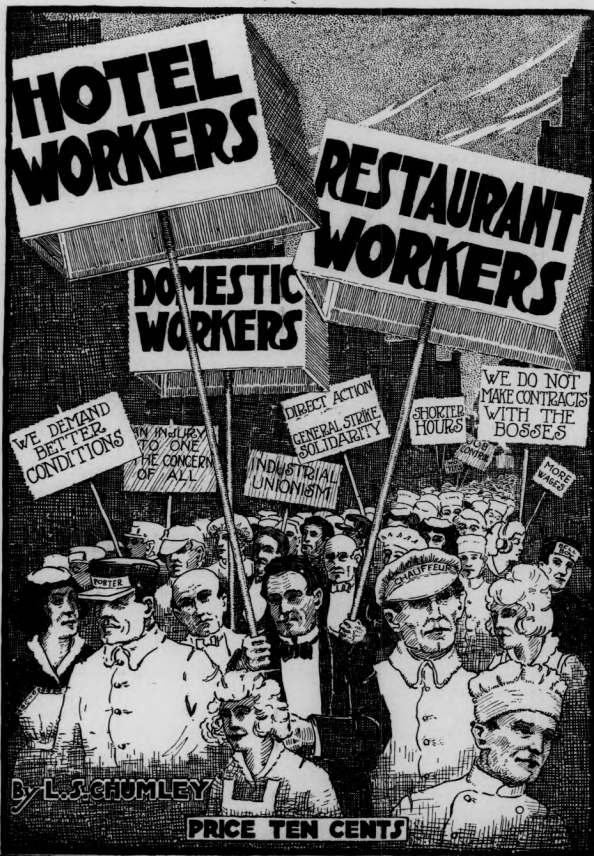
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M. W. L., July 11, 1935

HOTEL AND RESTAURANT WORKERS

It is hard to find a man or a woman who will not fight when their life is threatened. It is true that some will stand for more abuse than others; that some resist too late, nevertheless, when the time arrives for a body of workers to rebel or die, they usually rebel. In the pages of this pamphlet the conditions of a class of workers has been graphically described, though not exaggerated, and it seems to me that these workers have arrived at the point of rebellion. Rebellion without organization or purpose is almost useless. Too often has our blood reddened the fields of unorganized revolt, only to find that we had traveled in a circle, that we had been beaten back into the old conditions.

Therefore it is the purpose of this pamphlet, not only to arouse the workers to the necessity of action but to suggest a plan of organization that will assure lasting results.

A number of pages are devoted to the report of the "Juvenile Protective Association of Chicago" on "The Girl Employed in Hotels and Restaurants." The report is sufficient as far as the women employees are concerned, but bear in mind that the condition of the men and boys employed in hotels and restaurants are equally as bad. It would take a book many times the size of this pamphlet to describe the abuses that hotel, restaurant workers and domestics are subjected to.

You will notice that I place hotel and restaurant workers with domestics. This is correct, as domestics are doing the same kind of work in private homes. They are domestics today and hotel or restaurant workers tomorrow, and vice versa. Their conditions

and duties are about the same, therefore any organization of these workers will not be complete unless all are included.

I shall now state briefly a general view of the situation. Of the hundreds of thousands of workers in this industry only a very small part are organized, and these are members of antiquated craft unions, (A. F. of L.) that at their best have never made any substantial gains for the workers. More than ninety per cent of the hotel and restaurant workers have been ignored, by the A. F. of L., altogether. But if these workers were organized on craft union principles, they would soon whip each other to death, for this is one industry where craft unions have not and can not gain even partial success.

If we are to divide the workers into crafts, we find, that in the average hotel where there are a hundred or more workers, there are from fifteen to twenty crafts represented. And this would mean as many different craft unions. This would be dividing the workers, and that the masters desire.

The situation we find today is, a small portion of the "white waiters" are in a craft union, colored waiters, greeks, and buss-boys are left out to become scabs in time of strike. About two per cent of the cooks are in another craft union. Butchers, bakers, carpenters, bartenders, electricians, clerks, bell-boys, checkers, dishwashers, maids, etc., are generally unorganized workers.

Solidarity has been a thing unknown to hotel and restaurant workers, consequently their conditions are about as bad as they could possibly be. The masters have taken advantage of this lack of solidarity and have brought about a situation that is deplorable. In the last few years wages have been cut, and in many places abolished altogether. In Chicago there are more than a hundred cafes that

do not pay the waiters any wages; indeed in some of these places the waiter must pay to work. The work hours have been increased until eleven hours is considered by many a short day.

It has been said, that, "a waiter is a fellow who has tried every other line of business and failed." I heard a manager say, that, "waiters were a lot of thieves." The guests are not so particular what they call waiters, and some of the names wouldn't look well in print.

Webster says, "that a waiter is a servant; a menial; engaged in servile work." And Webster is right.

No other occupation presents greater contrast among its followers, than that of the waiter. Here the extremes are met.

Waiters as a whole receive very low wages, and yet a few manage to make more than the skilled worker. Generally the hours are very long, still some work only two or three hours a day. Some waiters are intelligent, while others are exceedingly dull, almost simple. Every nationality, and race is represented amongst the waiters. Some waiters are fighters, and are continually struggling for better conditions. Others, indeed too many, are pusillanimity personified. But, we will consider the average, and not the extremes.

There are said to be several classes of waiters. First, the waiters who work in the so-called "first class hotels and clubs" who get a very small wage, and tips. The honky-tonk waiters who depend altogether on tips. The park or beer garden waiter, gets a percentage on his sales, and tips. Then there is the restaurant or eating house waiter who receives a wage, and an occasional tip. Other waiters are known as, "lunch counter wops, beanery boas, tour-

ists, and the waiter who wouldn't accept a tip," (this is a rare species).

After all there isn't much difference, they are all servants; and their conditions are about the same everywhere.

They work long hours at an unpleasant occupation, the wages are low, they are illtreated and abused. Waiters must be servile and humble. They are not treated like ordinary human beings. It is a common joke among waiters to repeat the newspaper account of a railroad wreck, printed a few years ago, it read, "there were seven people, two dogs, and a waiter killed."

Twelve hours, is about the average work day for waiters, and including all classes of waiters, the average wage is about \$1.25 per day.

In some places waiters work fourteen hours every day. In cafes and hotels, waiters get tips, and if they work hard and are lucky, they may make three or four dollars a day. But if you consider the hours, the physical labour, the foul air, illtreatment, etc., the four dollars grows insignificant. Then the waiter must pay the buss-boy from fifty to seventy-five cents a day, a dime or two to the cooks, etc. He must buy some cigars or drinks for the floor-walker who seats the guest, and in some places he must contribute two or three dollars to the head-waiters' "jelly-roll."

If a waiter's wardrobe is complete, it will have cost him at least one hundred dollars. His wardrobe, if complete, will consist of, a full dress, tuxedo, regulation jackets, white vest, back pants, white suits, red vests, aprons, etc. Waiters, also wear all kinds of uniforms, of all colors, brass buttons, etc. And sometimes they wear costumes, such as, old English, Turkish, clown, Chinese, etc. And in nearly every case the waiter has to pay for every thing he wears.

Head waiters and managers take a keen delight in changing the livery of their waiters, they imagine it shows their cleverness. The first class waiters, the "aristocrats," have a club, as near like their master's club, as their finances will permit. The club sports an extensive bar, numerous pool-tables, card rooms where the retired waiters pass their time, and incidentally relieve the working waiters of their hard-earned.

Head waiters, managers, and even proprietors may become honorary members of the club, that is, they get the benefit without having to pay for the upkeep. All subjects may be discussed in the club, except those pertaining to the working conditions, and wages of waiters.

If you suggest that the club should demand better conditions, you will be told that the club is a social organization, and that agitators are not wanted in it. The waiter's club, like the Geneva A. is a place where the employers can get the best waiters, at the lowest wages. And the club helps to keep a large supply on hand. These organizations are, absolutely of no benefit to waiters, but, they are of benefit to the employers.

The bus-boy, being the assistant of the waiter, has a hard row to hoe. He is a servant to a servant.

THE TIPPING EVIL

The tipping system is a product of evolution, it probably originated in chattel slavery, as it is an ideal incentive for slaves. The tipping system is a system of bribery, that harms both the giver and receiver. It has the effect of making the giver arrogant, dictatorial, imperious, etc. And the receiver becomes servile, slavish, mealy-mouthed and beggarly. That is why it is customary to pay servants in tips, because those are the qualities desired in ser-

vants. The rule is that those who depend on tips for a livelihood are slaves of the worst type. No man with red blood in his veins, likes to grovel in the dust before people, who are his superiors only in point of wealth.

There has been several attempts, to abolish tips by law, at least several states have passed laws prohibiting the giving or taking of tips. Such laws will have about as much effect on the tipping-system, as laws of like character, have on prostitution. The tipping evil is, certainly not a case for the law makers, and can not be settled in senate chambers. Questions of this kind can only be definitely settled by the workers themselves. Let us demand a wage equal to, if not more than that made in our best day of tips.

THE VAMPIRE SYSTEM

The practice of head-waiters, chefs, head-porters, house-keepers, head-bellman, managers, stewards, etc., in demanding a fee from employes for the privilege of working, is appropriately called "The Vampire System." In more than 50 per cent of the hotels and restaurants in Chicago this system is in vogue, and in many cases with the knowledge and consent of the proprietors.

The applicant for a job must, not only pay for the job, but usually is compelled to pay regularly a part of his or her earnings to the boss. That this system is rapidly spreading throughout the country, only accentuates the woeful lack of spirit amongst hotel workers.

Occasionally a head-waiter or manager will agree to work without salary, if the proprietors permit them to exploit the workers under them.

Then an agreement will be made with an employment "shark" who will supply waiters, bus-boys,

kitchen help, etc. The victim has to pay from \$2.00 to 10.00 for a job, the money being divided between the "Vampire" and the "Shark." The victim is allowed to work long enough to get a fee to pay some other "shark," then an excuse will be made to discharge him. To get a job in some places you must meet the go-between or "fixer," who will collect the fee and take your name, then when you apply for work the head-waiter or manager will choose you out of the crowd, and every thing appears to be on the square. Once in, you continue to pay for special privileges. Even the head-bus and the head-dish-washer use their position to rob the workers under them.

Many subterfuges are used to collect, there are suit-clubs, shirt-waist clubs, raffle contests and all kinds of collections. The collector comes around regularly and you must contribute or face dismissal. Seldom is a reason given when a worker is discharged.

Another phase of "The Vampire System" is the custom of giving presents to the heads of departments. Rarely does a month pass without a list being sent around to rob the workers. The excuses are birthdays, weddings, Xmas, etc. Perhaps a distant relative of the boss dies, around goes the list, every one must have his or her name on it or face consequences. Usually the list is started at the instigation of the boss himself, he also suggests the amount to be given.

How long are we going to allow these "vultures" to rob us?

THE FINING SYSTEM

The fining system in hotels and restaurants is universal. The owners use it to rob their employes of part or all the meager wage they promise to pay

them. In many places, there are more than a hundred house laws. A fine is imposed for the breaking of any. And not one of these is justified by city, state, or national laws.

The fines range from five cents to the amount of wages paid. You may be fined for doing the thing that, previously, you were fined for not doing. It depends largely upon the maggoty moods of your bosses. In one of the "Loop" cafes (Chicago) the auditor has the authority to impose a fine of fifty cents or a dollar, on any waiter who fails to return his blank checks after each meal. It all depends upon what mood the auditor happens to be in, whether it will be fifty cents or a dollar.

You are fined for talking and for not talking. For smiling, and not smiling. For working slow, for working too fast, for making a noise, for not being servile. You are fined for not being able to understand the unintelligent order of an ignorant boss. You are fined for eating, drinking, smoking, etc. In fact you must ask permission to do anything, and yet, you may be fined for asking. You are fined for sitting down, for reading a newspaper, for using the guest toilet room, even though the 'helps' toilet be out of order. You are fined for resenting an insult, for being late to work, and for leaving for home before you apologize to your boss, for even thinking of home.

You are charged excessively for breakage. For breaking a dish that cost from five to twenty cents, you are charged from fifty cents to a dollar. You are charged for the things the guests break or steal. In many places you must put up a security for the silver and glassware you use to serve the guest with. And if for any reason it is not returned you forfeit the security.

Who gets the money that is filched from these slaves?

The most of this graft is divided between the managers, bookkeepers, etc. Managers explain that the finding system is necessary for discipline. But that is a damned lie. They are thieves and grafters.

A waiter from Washington told me that he worked in a hotel where they had what they called a "gold service." He accidentally broke one of a hundred cups, and was charged two dollars for it. The next day he very quietly broke the handles off of the remaining cups. No one but himself knew who did it. The waiter who had left the city, wrote the owners that it was he who did it, and told them why. The result was that the finding system in that house was abolished. This was his answer to this system of robbery.

WHAT WE EAT

Of course you know that hotels, restaurants, and clubs feed their employees. And naturally one would suppose, that the workers engaged in preparing and serving the finest of food, would be well fed and satisfied, at least as far as their food was concerned.

Nothing could be farther from the truth. The average hotel, restaurant, and club, feed their employees food that a humane person would not offer to a dog. In a great many places the scraps, refuse, and comebacks are actually offered to the help to eat. In others the cheapest grade of meat, bread and coffee is used. I have tasted coffee served to the help in a large hotel, that if the same coffee was served to workers in a railroad construction camp the contractors would have a strike on their hands. Very often it happens that some of the help get sick from eating the food that is prepared for them, and I know of cases where death resulted. At one of the

"exclusive" hotels on Michigan Ave., Chicago, where the food is about the average, a number of the employees became violently ill from eating the food that was prepared for them. Several lingered near death for more than a week. One of the bolder workers began a suit for damages. The employers threatened any and all employees with immediate dismissal if they should testify that the food made them sick. The employees were bluffed, the case was dropped.

WHY WE GET SICK

Long hours of unpleasant work, non-nutritious food, and filthy locker rooms are not conducive to good health. Consequently hotel and restaurant workers must suffer. These workers suffer from all kinds of diseases, the white plague exacts a heavy toll. It is a fact that more than fifty per cent of these workers are victims of this dreaded disease. This is not a far-fetched statement, their mode of living and working conditions makes it inevitable. Consumption is a mighty serious thing, you can't fool with it. When the symptoms appear, the continual colds, losing of flesh, a hectic fever, every minute counts. Fresh air is necessary, it does the curing, it is imperative that you live out of doors night and day. Eat plenty of fresh eggs, fresh beef, and drink sweet milk. Don't work hard, and don't worry. You must be comfortable and happy, then nature will cure you. No, I am not joking. I am telling you the simple truth, that your illness will grow unless you follow the above program. But how? Surely that is the question, how can anyone working in hotels and restaurants, eat nutritious food, breathe fresh air, and not worry or work too hard?

The things we need most, we get the least of. When you enter a hotel, cafe, or club as a guest every thing appears to be clean, sanitary, modern,

etc. The marble is white, brass polished, linen is spotless. The guest rooms, their toilet, reception, library, gambling and sleeping rooms are perfect in every way. But how about the help, the servants who take care of these rooms and serve the masters who enjoy them? Here we find the opposite just as with the food. The help's quarters, their dressing locker, and toilet rooms, are always located in some out of the way garret, a cellar, hole, or dungeon, that could not be utilized for any other purpose. In many places the toilet and lockers are in the same room. The toilet is seldom modern, little more than an open sewer sometimes, and the smell from these places is nauseating. In such places, oftentimes more than a hundred workers must dress and keep their clothes. The help's locker room in the average hotel or restaurant is a menace to those who use it. And now laws are being proposed to throw out the sick workers from these places, not for our sake, sick servants endanger the master's health. They make no mention whatever of eradicating the causes of disease among these workers. At present it is cheaper to replace sick workers than it is to remedy conditions.

DISCIPLINE

There is only one other place that I know of, where discipline is carried to the extent that it is amongst servants, and that is in the army. And the reason is the same and apparent in each case. The soldier's duty is, not to question, but obey. He is trained to do things that are repulsive. Therefore it is necessary for the officers to domineer, bluff, and bulldoze the soldier. It makes him servile and obedient.

Hotel, restaurant owners, and their drivers, assume the same attitude.

These workers are servants they must be kept in their places, they must be obedient and servile, their duties are not pleasant, they are degrading. So the servants must be abused and bluffed, else they might revolt at some of the things they are told to do.

Waiters, bus-boys, bell-boys, maids, etc., suffer most. Drunken and ill-mannered guest may, and do, abuse, ill-treat, and outrage these workers. And if they complain they are jeered at and told, that they, being waiters, maids, etc., must overlook any thing the guest might say or do. The manager, head-waiter, chef, etc., that can not bluff his help lacks ability.

COOKS, ETC.

It requires as much intelligence, skill, and training to become a cook, baker, or butcher, as it does to become a carpenter, brick-layer, painter, etc., but a comparison of wages and hours should make the former blush with shame.

The average work day of cooks, etc., is eleven hours, and the average wages is about two dollars and fifty cents per day.

Think of a man working in front of a red hot range where the thermometer seldom drops below 100, from ten to fourteen hours a day.

Then consider the nature of the work, the skill required, the danger from hot grease, steam, etc., also the foul air, the wet floor and general filth and insanitary condition throughout the kitchen.

When I think of this, I wonder how any man would consent to work under such conditions.

Occasionally cooks, in different localities, organize a union of their craft, and go out on strikes, but immediately their places have been filled by men and women whom the cooks would not take into their union. The sooner that cooks grasp the idea, that

if they get better conditions they must cooperate with the waiters, bus-boys, dishwashers and in fact every one employed in the same industry, the sooner will they get results from their efforts.

Sometimes cooks get the club idea, and it has about the same effect as the waiter's club, namely, that of being beneficial to the boss and not the cooks.

THE GIRL EMPLOYED IN HOTELS AND RESTAURANTS

The JUVENILE PROTECTIVE ASSOCIATION in the winter of 1912 made an investigation of 50 hotels with a view of ascertaining the temptations which surround many of the young foreign girls who work in hotels, and the treatment accorded them by hotel managers. The investigator visited:

- 13 first class,
- 16 second class,
- 9 third class and
- 12 very low class hotels.

In all of these places the investigator endeavored to learn the conditions under which the girls worked, where they slept, what they ate, the wages they were paid, their hours of work and the temptations to which they were exposed.

It was found that in the first-class hotels the chambermaids were Irish and German, and in most of the lowclass hotels they were colored or Americans of the "down and out" type, but in all hotels the kitchen and laundry work was done by foreign girls, mostly Polish. These girls do not speak English and therefore cannot go into domestic service, but in hotels they are chosen for the following reasons: First because they came of strong peasant stock and accomplish a large amount of work. Second, they are very thorough in what they do.

Third, they are willing to take very low wages. Fourth, they are very submissive—that is, they never protest. Fifth, they are ignorant of the laws of this country and are easily imposed upon. Sixth, they never betray their superiors, no matter what they see.

The wages paid vary with the nature of the work. Chambermaids and expert ironers are paid the largest salaries, while the scrubwomen are paid the lowest. The first-class hotels, of course, pay the highest wages and the low-class the smallest. The highest wages paid to a chambermaid in a first-class hotel amounted to \$18.00 a month and the lowest \$16.00 a month, both including board and lodging. In the low-class hotels the highest wages paid are \$16.00 a month, and the lowest \$14.00 a month, also including board and lodging. Without board and lodging the highest price paid to a chambermaid is \$30.00 a month and the lowest \$20.00 a month. The highest wages paid to a laundry or kitchen girl are \$18.00 per month and the lowest \$14.00 per month, both including board and lodging.

The hotel managers trouble themselves very little about the food and sleeping accommodations provided for their employees. In many hotels the food served is not only poor but unwholesome. In some hotels the employees are obliged to eat the "comebacks" from the guests meals. In others the food is served in such an unappetizing manner that the disgusted girls are not able to eat it. Many times they have no dining room and eat in storeroom or cellar. Of the 50 hotels visited only six provided good food for their employees. Eight fed them fairly well while in the other places no particular attention was paid to the quality of the food. The following reports are typical:

"The girl employes ate in a room just under the kitchen, which looked more like a storeroom than a dining room. It was directly opposite the boilers and the heat was intense. The room was dark and uninviting. The food was cold and poor. The tables were covered with old, greasy, blue oilcloth. The noise of the machinery, the dark entrance and the lack of fresh air were enough to take away appetite.

"The dining-room for the women employes was in a basement where odors of bygone meals mingled with the damp smell of the basement. Against the wall was a "hang" table and down the center of the room was another long table covered with greasy oilcloth. Around the table were rough wooden benches. Here waitresses, chambermaids, scrubwomen, pantry girls and other women employes were supposed to eat. On the stove was a pot of stew continually boiling. There was a bowl of cold boiled potatoes on the table and a long ladle in the stew, to which the women helped themselves. One cup of black coffee was allowed to each woman."

The sleeping accommodations for the girls were most inadequate in the majority of the hotels visited. Weak and exhausted women, after a hard day's work, are crowded into poorly ventilated rooms. Most of these hotels violate the State Board of Health ordinance which requires 400 cubic feet of air for each occupant of a room. Many of the rooms assigned to these hotel employes never get any sunshine and very little light. A few have no windows. No wonder that in many cases the investigator described the girl employes as looking "as though they could never stand it all day," and added that "most of the girls are absolutely colorless, plainly showing lack of fresh air." Only in three hotels did the investigator report that the sleeping accommodations were good. In fourteen they were only fair, while in all of the others the girls complained of the crowded small rooms, of the poor ventilation and of the lack of bare necessities. In sixteen hotels from four to six girls slept in a small room originally designed for one bed. In one of these rooms the only furniture except the beds was a soap box. There was not even room for a chair. In most hotels two girls

are made to sleep in the same bed. One girl may possess superior habits of cleanliness, yet no attention is paid to the protests she may make nor to her demands for privacy and decency. Out of the 50 hotels investigated, only in three did the women employees express satisfaction with the treatment received at the hands of the managers. In all the other places where the investigator interviewed the girls their reproaches and complaints were heartrending. In many instances the women were forced to work longer than the Ten Hour Law permits. This was especially true in the hotels where the employees were foreigners. They themselves did not know of the Illinois Ten Hour Law and they were warned not to speak to anyone about their work under penalty of dismissal. They were therefore afraid to tell the truth to the investigator. They could only murmur to her that they "worked very long hours." Many of the forewomen admitted that some of their employees often worked overtime without extra pay.

Almost without exception the girls interviewed in the various hotels complained of the excessive hard work and the constant fatigue. Many of them stated that they were "so tired after the days work that they did not care where they slept if they could only secure a bed on which to throw themselves." Others confessed to being so tired that they "did not take the trouble to undress."

The physical hardships which are endured by these girls are nothing compared to the moral dangers to which they are exposed. The girls who go to work in the hotels are for the most part decent and honest. They know that they will have to work hard and that their wages will be rather low, but they take the positions because they wish to earn an honest living. They are generally ignorant of the dangers in the hotels and yet, according to the testi-

mony gathered by the investigator from the housekeepers, very few of these originally honest girls come safely through the dangers to which they are constantly exposed.

The method employed by the investigator when visiting a hotel was to say to the housekeeper that she wanted to find a position for a young girl in whom she was interested, and almost without exception the housekeeper would say, "I would not advise you to put a young girl in a hotel. There are too many temptations and the girls are not able to resist them." Following are some of the remarks made by the housekeepers: "Unless a girl pays no attention to the remarks of the traveling men she will certainly go wrong." "I know of no occupation a girl can follow where she has the temptations which surround her in a hotel." "The temptations in a hotel are more than one can imagine. I do not like to see a girl led into temptation as she would be in a hotel." One elderly woman who had been a housekeeper for many years advised the investigator "not to get a position for a young girl any place where she could not stay home at night." "The majority of girls who work in hotels go wrong sooner or later," said one housekeeper. Another said, "Now, take it from me and don't send any young girl to work in a hotel in this neighborhood." "If only some of the women who write for the magazines knew half of the awful temptations which surround girls in hotels they would have something real to write about."

The majority of the managers of the hotels wink at the conduct of their guests and even connive at it. One housekeeper said that she knew for a positive fact that some of the chambermaids had been led into immorality by guests of the hotel.

Another said, "When off duty a girl could come and go as she pleased. No one took any interest in

Memorandum

Scandal about moral stuff!

her—no one cared whether or not she was immoral." Another said, "No attention is ever paid to any complaint in regard to the immorality of the employees." One chambermaid said in answer to a question put by the investigator, that the reason she had not complained to the manager of an outrageous insult she had received from one of the guests was "because I have two little children to support, and if we don't like the insults we get they'll tell us to clear out." In the majority of the hotels there seems to be almost a conspiracy to tempt the girl from the right path. In the first place, almost everything in her environment is bad. One housekeeper said that she "knew of many girls who met bad people in the hotel." Another said, "If the chambermaids are at all attractive they receive all kinds of invitations from guests." "The kitchen girls come in contact with the waiters, who do their utmost to spoil them." "Unless a girl makes up her mind to refuse every invitation she will almost surely go wrong." In many of the hotels there seems to be almost a premium put upon immorality. Not only is there no inducement to remain moral, but in deed rather the contrary. After a hard day's work when a girl's muscles are fatigued and her nerves tense she needs relaxation and rest to build her up for the next day's work. There is no opportunity for wholesome recreation or even rest.

Some of the girls complain and protest against this injustice. Said one chambermaid, "If a girl is straight there is nothing for her but bitter drudgery and no pleasure at all." "If a girl is good and refuses to go out there is absolutely nothing for her to do." "There is nothing for a girl in a hotel but work and sleep."

In some of the hotels the regulations almost drive the girl to an immoral life. In many hotels the employes come and go through a separate exit and

many of these exits lead to dark alleys. Suspicious characters loiter in these places and the girl who might like to go somewhere in the evening is afraid to go out alone. She is obliged to seek the protection of an escort and oftentimes this escort is a man who has been persecuting her with his attentions. In many hotels the manager makes no attempt to prosecute the man employe who is responsible for the ruin of the girl employe. One decent girl in a hotel was found to be pregnant. The physician so advised the housekeeper and when the girl was told what was the matter she went to a physician and had an operation performed. She died at the Cook County Hospital in great agony. The manager of the hotel knew perfectly well the man who was responsible for this tragedy, but no action was taken. Another Polish girl, only fifteen years old, became pregnant. She was sent to the House of the Good Shepherd, and there her child was born. The bell boy, only sixteen years old, who was responsible for the affair, was allowed to disappear and no trace of him could be found. Many of these girls are perfectly innocent when they enter a hotel and the shortness of the period between the beginning of their service and the time of their downfall shows the terrible lack of moral standards in these places.

The great grievance of the majority of the girls is the excessively hard work. Not only the scrub-women, the kitchen girls and the laundry workers are worked to the limit of their endurance, but in many cases even the chambermaids are overtaxed, as they often take care of thirty rooms. In one hotel the forewoman of the laundry admitted that the force was not nearly large enough for a hotel of that size and that the girls were therefore overworked. The bitter cry of all the workers is, "I am tired out all the time." "My back gets so tired." "I am so

tired from backache that I can't stand up straight."
"By bedtime I can scarcely stand."

WAITRESSES IN RESTAURANTS

The life of a girl who takes a position as waitress in a restaurant is almost as hard as that of a girl who works in a hotel. An investigator from the Juvenile Protective Association visited 72 restaurants in Chicago and interviewed girls in each of these places with a view of finding out the number of hours they worked, the wages paid them, the treatment accorded them by employers and customers, and the temptations by which they were surrounded.

The majority of the girls who become waitresses have had about the same amount of schooling as the average working woman. They usually live in furnished rooms, as they get their meals in the restaurants where they are employed. They go into the work for the following reasons: It does not require any skill; they get their meals away from home; the work has a certain amount of excitement and brings them in contact with a large number of people. The following are some of the replies to the question, "Why did you become a waitress?"

"Didn't know anything but waiting on table."

"The only thing I could do and be sure of three meals a day in addition to my wages."

"Only thing I could get."

"The only nice thing about work of this kind is that I get all kinds of invitations to go out and that helps some."

There is much complaint that the work is very hard and that the girls can only stand it for a few years.

The carrying of heavy trays and constant standing and walking causes ill health and trouble with the feet. Only comparatively few of the restaurants

employing women as waitresses serve liquor to patrons. The waitresses who work in restaurants where liquor is sold are regarded as low-class by the other waitresses, and the excuse given by the former is that they receive larger tips where liquor is sold. The waitress does not require an education—not even as much training as a girl employed in domestic service, who must at least know the regular routine of housework and cooking. The manager often regards a pretty girl in the light of an attraction for his restaurant. In one place the pretty girls were put downstairs, where the men were served, and the homely girls were put upstairs, in the room reserved for women customers.

Many of the girls come from homes where they have had no training; others have left homes because they could not "get on" with their families; others because they lived in the country and wanted to come to the city where they felt there would be more recreation. Many of the girls coming to know their own limitations and having no hope for a bright future, realize that they can expect but little in the way of wages and are therefore bent on having as good a time as possible while their youth and attractiveness last. When many girls, as the investigator discovered, reach this point of view, it is no wonder that so many of them yield readily to temptation.

Owing to the recent decision of the United States Supreme Court affirming the Illinois ten-hour law for women, the restaurants are compelled by law not to work their women employees longer than ten hours a day. The waitresses are divided into steady workers—that is those who work all day and are called "three-meal" girls, and those who work for part of the day and are called "one" or "two-meal" girls. Out of the 72 restaurants investigated it was found that 12 disregarded the ten-hours law.

One worked its women employes 13 hours, five worked them 12 hours, two worked them 11 hours and four worked them 10 and a half hours. Thirty-and four worked them 10 and a half hours. Thirty-and four restaurants where steady workers were employed obeyed the ten-hour law. Twenty-seven of these gave their employes three hours off every afternoon, usually from 2 to 5 o'clock. The usual working hours are from 7 a. m. to 2 p. m. and from 5 p. m. to 8 p. m. The waitresses are therefore away from their homes from about 6 in the morning until 9 in the evening, allowing an hour to go to and from their work. It may readily be seen, therefore, what a very long and fatiguing day they have and how little opportunity it gives them for recreation or for the care of their person or clothes.

The greatest number of hours worked by these "full time" waitresses was found to be 13, the lowest 6. In 16 restaurants they were obliged to work on Sundays. In one place they worked every other Sunday and in another half a day on Sunday. Of the 72 restaurants investigated 28 employed "part time" workers, or "one meal" girls. Three restaurants employed girls five hours a day. In four the girls worked four and a half hours a day.

Fifteen demanded five hours' work.

Six took three and a half of the waitresses' time. The longest period worked by these "part time" workers was five hours and the shortest three and a half hours.

The most noticeable fact in connection with the living conditions of these girls is the large number without homes. A large proportion of the waitresses who do live at home are engaged as "one-meal" girls. In many cases they are married women and when their children are at school and their husbands away at work they use the time to earn some money for themselves.

Many of the managers say that their waitresses belong to this class of women. One mother who was working as a "rush hours" waitress was in the habit of leaving her baby at home on a folded quilt in the bathtub.

In regard to wages it was found that out of the 72 restaurants the steady workers were paid as follows:

1 restaurant	paid its girls	\$5.00 per week.
23 restaurants	paid their girls	\$6.00 per week.
1 restaurant	paid its girls	\$6.50 per week.
36 restaurants	paid their girls	\$7.00 per week.
8 restaurants	paid their girls	\$8.00 per week.
1 restaurant	paid its girls	\$8.50 per week.
2 restaurants	paid their girls	\$9.00 per week.

Of the wages paid to "part-time" workers it was found that 6 restaurants paid their girls \$3.50 per week.

4 restaurants	paid their girls	\$3.75 per week.
10 restaurants	paid their girls	\$3.90 per week.
6 restaurants	paid their girls	\$4.00 per week.
2 restaurants	paid their girls	\$5.00 per week.

In most of these places there are few or no tips. Ninety per cent. of the waitresses when asked about their work complained about one thing or another. The chief complaint being bad health brought about from being on their feet too long. Then came complaints of bad treatment by the public and following are some of the remarks: "People think they can say almost anything to a waitress." "Take any life but that of a waitress; they certainly get some hard knocks." "There is more to contend within the life of a waitress than hard work." The other ten per cent. who did not complain said that the managers treated them decently, or that they belonged to the Union, or that the hours of work were not longer than six or eight hours. The ideas of the better class of waitresses may be learned from their

remarks to the investigator. One girl said, "If I took all the men said to me the way they meant it I wouldn't be here long." Another said she would rather not take the tips than have to listen to the remarks of the young men who gave them.

Waitresses in a restaurant are apt to become "bold" in a short time, as can be seen by the remarks of the girls who evidently supplement their wages with the help of what they call their "gentleman friend," such as the following: "If I did not have a man I couldn't get along on my wages." "Some of the girls bat around and make nice money in other ways. I don't blame them, for they have to live. The experiences told the investigator are even more illuminating. One girl said, "A man who came to my restaurant asked me if I would not prefer to go to another position, where I would have more time and could wear pretty clothes." Another one said, "If I accepted all the invitations I get I wouldn't have time to sleep or eat." Some of the girls never come back for the money that is owing them after accepting one of these invitations. The investigator saw two young fellows who were served by a pretty girl trying to flirt with her. Before they left one of the men handed the girl a bill and said something. She shook her head and her face turned scarlet and the investigator heard the man say, "Oh, well, if you feel that way about it." Another said, that a well-to-do business man gave her to understand that if she wanted a good time he would see to it that she had it. In another place the investigator saw a man put his arm around a young waitress in a suggestive manner. She looked appealingly at the manager, but no protest was made.

Among the "part time" workers there are many who do something else besides serving as waitresses. Some study in the evening, either music, stenography

or telephone operating. A few fill two positions as waitresses. The arrangement is a remnant of the time when steady waitresses were expected to work twelve and fourteen hours a day. By working in one place for dinner and another for luncheon they are able to obtain a few hours in between these two meals for themselves. They make more money working in two different places. For instance, one manager would pay \$3.90 a week for the luncheon hour and the same for the supper hour, while a girl working in one place for both these meals would receive only \$6.00. Then, again, working at two places in one day breaks the monotony of the long day's work. Where the waitress is working at something else, as when she is practicing stenography in the evening, she is away from home the entire day and evening. Those girls who are not married and do not live at home, who work for only part of the day, have a hard time. One girl when asked how she managed to live said, "I live on \$3.90? Well, I don't; and I'm not going to kill myself standing on my feet ten hours a day even to earn more."

TIPS SHOULD BE ABOLISHED

The giving of tips should be abolished because of their pernicious effect. A young girl who under any other circumstances would not dream of accepting money from a man will accept it in the guise of a tip. In the hands of a vicious man this tip establishes between him and the girl a relation of subservience and patronage which may easily be made the beginning of improper attentions. The most conscientious girl, dependent upon tips to eke out her slender wage, finds it difficult to determine just where the line of propriety is crossed. This, in addition to the other dangers surrounding the girl employed in hotels and restaurants, they encounter that lack of

Public Opinion!!
 Appeal to the
 imagination!!

respect which curiously attaches itself to one who accepts a gratuity.

The entire investigation revealed once more the hideous risk of the excessively fatigued and over-worked girl who is able to obtain the rest and comfort she craves only through illicit channels. All such testimony reveals the dangers in which many young girls are placed. The same kind-hearted people who would quickly gather in great concern around the victim of a street accident, carelessly eat food placed before them by a frail girl almost fainting with fatigue or heedlessly walk through a hotel corridor lately scrubbed by a Polish woman who has spent ten hours upon her hands and knees. They do not in the least realize that the loss of vitality and life itself in the latter, is quite as harrowing as in the former. Only when the public learns to know the effects of protected labor upon women engaged in hotels and restaurants, will adequate measures be taken for their relief. This pamphlet is issued in the hope that its publication may hasten the day when help will come for these overburdened girls.

WHAT'S TO BE DONE?

At present our conditions are deplorable. It is only possible to remedy them ourselves. How shall we go about it?

Pleading with our bosses won't do it. Electing politicians to act for us is a waste of time and energy. To expect other workers who are organized, to help us, while not attempting to help ourselves, is futile and cowardly. **WE MUST DO THE THING OURSELVES.**

We must follow the lines of **AGITATION, ORGANIZATION and EDUCATION.**

We must arouse the workers to the necessity of action. This will lead to organization. Then we must

times

teach the workers methods of using their organization.

Just any kind of an organization won't do. We must have a fighting, revolutionary, industrial union. A modern weapon, for a modern age. We want a union that will promote the solidarity of the workers not divide them. A union that will take into its fold every man, woman, and child, regardless of age, color or creed, that works in this industry. It is much more important that the dishwashers, bus-boys, and pantry-girls quit work when the waiters and cooks go out on strike, than it is for the waiters and cooks to have the sympathy of union scabs who are delivering supplies to the house. ✓

Hotel and restaurant workers have been the victims of craft union inefficiency and blunders so many times that many of them have become hostile to the union idea. In nearly every strike in this industry, engineered by craft unionists, the workers have lost. Craft union waiters have gone out on strike and union cooks working under a contract have helped defeat them, and vice versa. Sometimes the cooks and waiters have struck together only to have their places filled by the bus-boys, dishwashers, pantry-girls, etc., whom were considered too unimportant to organize. Often these unorganized workers have quit work to help the craft union workers win, but never have the craft unionists sought to help them. Craft union waiters and cooks usually treat the bus-boys, dishwashers, porters and pantry help with contempt, thereby making an excuse for these workers to scab in time of strike. They want to get even. I repeat here, that this is one industry where craft unions have not and can not function. 2

The industrial union form of organization, with revolutionary ideas, with a splendid fighting spirit and modern tactics, is our only hope. This form of

union encourages solidarity, it beathes the spirit of, AN INJURY TO ONE IS THE CONCERN OF ALL. And this is the motto of the Industrial Workers of the World. To give you an idea of what the I. W. W. is, I shall quote from some of its literature.

No terms made with an employer are final. All peace so long as the wage system last, is but an armed truce. The Industrial Workers realize that the day of successful long strikes is past. Under all ordinary circumstances a strike that is not won in four to six weeks cannot be won by remaining out longer.

The organization does not allow any part to enter into time contracts with the employers. The Industrial Workers of the World maintains that nothing will be conceded by the employers except that which we have the power to take and hold by the strength of our organization. Therefore we seek no agreements with the employers.

In the I. W. W. low dues are always the rule, low initiation fees likewise. The initiation fee in the I. W. W. can never be over \$5. Dues are almost uniformly 50 cents per month and never can be over 1 dollar per month. Every inducement to join that can be offered to the worker, is offered by the I. W. W.

Another feature of the I. W. W. is the universal transfer of cards. A member of the I. W. W. can transfer from one industrial union to another of the same or different industry, without cost. One union, one card. Once a union man, always a union man."

HOW TO ORGANIZE

The Hotel, Restaurant Workers and Domestics Industrial Union has headquarters in Chicago, and branches in many cities throughout the country. If you are employed in a hotel, restaurant, cafeteria,

soda fountain or private home, and you are not a member of this organization, it is your duty to become one at once. If there is not a delegate of this union in the place where you work, address headquarters for information on how to organize.

This general information may help you. First; become a member yourself. Second; read our literature, get acquainted with the principles of industrial unionism, subscribe for, at least one of our papers, talk about what you have learned to the workers around you, soon you will have them interested. Third; you should become a delegate of this union, we will furnish you with credentials. You will then have very little trouble in building up the organization in the place where you work. Through these methods we are building up a splendid organization, our membership is growing rapidly. We have no high salaried organizers, we do not furnish de luxe club rooms.

TRUTH, AN EFFICIENT WEAPON

Little bits of chicken
That most of us forget,
Gathered by the careful cook
Make a swell croquette.

Don't you think the boss would raise our wages before he would let us tell his guests just how the food that they eat was prepared?

Suppose we asked for shorter hours, and the boss refused, and we had a little circular printed explaining the mysteries of the kitchen. Say that we told that the stock for all the fine soups and sauces comes from a large boiler filled with chicken heads, feet and sometimes entrails. That the ends of unwashed vegetables, pieces of putrid meat and rotten tomatoes are always thrown in the stock boiler. Sup-

pose that we tell the truth and say that the kitchen is overrun with rats and that they nibble continually at the food. What if we tell that the oysters are dipped in water that is often filthy and slimy, to freshen them, that chickens and fish that smell rotten are covered with lemon juice to kill the smell, that eggs that should be buried are used in the bake shop, that the butter that comes back from the dining room is used again and that the napkins that have been used, possibly by a consumptive, are used to wipe the dishes with, and a hundred other things that we know and they don't. What do you think would happen to the boss? Don't you think that he would raise your wages rather than lose his trade?

THE DISHWASHER

By JIM SEYMOUR

Alone in the kitchen, in grease laden steam,
I pause for a moment—a moment to dream:
For even a dishwasher thinks of a day,
Wherein there'll be leisure for rest and for play.
And now that I pause, o'er the transom there floats,
A strain of the Traumeries soul stirring notes.
Engulfed in a blending of sorrow and glee,
I wonder that music can reach even me.

But now I am thinking; my brain has been stirred.
The voice of a master, the lowly has heard.
The heart breaking sobs of the sad violin,
Arouses the thoughts of the sweet might have been.
Had men been born equal, the use of their brain,
Would shield them from poverty: free them from pain
Nor would I have sunk into the black social mire,
Because of poor judgment in choosing a sire.

But now I am only a slave of the mill,
That plies and remodels me just as it will;
That makes me a dullard in brain burning heat;
That looks at rich viands not daring to eat;
That works with his red blistered hands ever stuck,
Down deep in the foul indescribable muck;
Where dishes are plunged seventeen at a time;
And washed in a tubful of sickening slime.

But on with your clatter; no more must I shirk.
The world is to me but a nightmare of work.
For me not the music, the laughter and song;
For no toiler is welcome amid the gay throng.
For me not the smiles of the ladies who dine;
Nor the sweet clinging kisses begotten of wine.
For me but the venting of low sweated groans,
That twelve hours a night have instilled in my bones.

The music has ceased; but the havoc it wrought,
Within this poor brain it awakened to thought;
Shall cease not at all, but continue to spread,
Till all of my fellows are thinking or dead.

The havoc it wrought will be havoc to those,
Whose joys would be nill were it not for my woes.
Keep on with your gorging, your laughter and jest:
But never forget that, the last laugh is best.

You leeches that live on the fat of the land,
You over-fed parasites; look at our hands.
You laugh at them now they are blistered and coarse;
But such are the hands quite familiar with force.
And such are hands that have furnished you drink—
The hands of the slaves, who are learning to think.
And the hands that have fed you can crush you as well;
And cast your damned carcasses clear into hell.

Go on with your scoffing begotten of gold;
As now are your hearts, will your bodies be cold.
Go on with your scorning; you creators of hate,—
Eat well, while the dishwasher spits on your plate.
And while at your feast let the orchestra play,
The life-giving strains of the dear Marseillaise,
Let red revolution be placed on the throne;
Till those that produce have come to their own.

But scorn me tonight, in the morn you shall learn,
That those whom you loathe can despise you in turn,
The dishwasher vows that his fellows shall know,
That only their ignorance keeps them below.
Your music was potent, your music hath charm,
It hardened the muscles that strengthen my arm;
It painted a vision of freedom, of life,
Tomorrow! We strive for the ending of strife.

THE SERVANT PROBLEM

We hear a lot of talk nowadays about the "Servant Problem."

The masters are having trouble with the workers they dub, the Serving-Class. They can't understand why servants should complain about their conditions. What matters it, if servants are abused and insulted, if they work twelve to fourteen hours a day, for dam near nothing? The masters are like the Queen who said, "if the people have not bread, let them eat cake," they do not understand the situation. They cannot grasp the simple fact, that servants really belong to the species of man, that they have the five senses, a brain and a heart, and that they love and hate, like any other being.

I shall waste no time in trying to educate our ignorant masters. My argument is with my fellow workers, we have the power to do away with masters, if we use it intelligently. Therefore I will address my reasoning to the workers, in the hope that it will enable them to solve the "Servant Problem" to their own satisfaction.

The causes of discontent among servants are manifold and universal. Take for instance, the household or domestic servant, the condition of these workers is deplorable. Taken as a whole, the wages are lowest and the hours are longest of any workers.

Their duties are undoubtedly degrading. Servility and obedience are essential qualities in servants.

Their labors consist in doing the things their masters consider too degrading to do for themselves. They scrub, sweep, and clean their homes. They prepare, cook and serve their meals. They are, both nurse and plaything of the master's children. They are gardener and coachman, and groom to dogs and horses. The servants wash and iron the master's clothes, shine their shoes, clean cuspidors, polish

silver, exercise the dog, and humiliate themselves in a multitude of ways. All this is done with the meekest of servility. They are truly menials, or I should say they have been, for fortunately servants are being to feel the ignominy of their position.

The master's household is becoming more discordant daily, and the reasons are apparent to the thoughtful observer.

The children of rich families usually treat the servants of the house with domineering words, names of contempt, and imperious carriage; as if they were of another race or species beneath them. The example of the masters, the advantage of fortune, and vanity inspires this haughtiness.

William Penn, in "Fruits of Solitude" says, "The least thing out of joint or omitted, makes us uneasy and we are ready to think ourselves ill served, about that which is of no real service at all. Let not thy children domineer over thy servants . . . When the poor Indians hear us call any of our family by the name of servants, they cry out, 'what call thy brethren servants! we call our dogs servants, but never men.'" But the Indians had not been cursed with a religion that teaches that servility and meekness are virtues in those who toil.

And if the Indians were here today, they would hear the rich call their servants names that would make an Indian's dog blush with shame.

Emerson saw the evil results of menial labor, when he wrote: "We allow ourselves to be served by them. We live apart from them, and meet them without salute in the streets. We do not greet their talents nor in the assembly of the people vote for what is dear to them. Thus we enact the part of the selfish noble and king from the foundation of the world. See, this tree always bears one fruit. In every household the peace of a pair is poisoned by

the malice, slyness, indolence, and alienation of domestics. Let any two matrons meet, and observe how soon their conversation turns to the troubles from their 'Help' as our phrase is."

To say that the rich are enacting the part of the selfish noble and king, is putting it mildly. For these plutocrats are "but a rotten imitation of the middle ages." They treat us like chattel slaves. They compel us to work long hours, feed us poorly, and inflict personal abuse upon us.

These soulless parasites call us the "Serving Class." They make scrub women of our mothers, and take our sisters and daughters into their mansions as servants, to do the bidding of their pampered and sybaritic daughters, and to be subject to the lustful advances of their degenerate, bestial, brainstormed scions. With the whip of want and hunger they beat our sons and brothers into submission and servility, to become their lackeys, to serve as valet, butler, etc. And if we should complain they accuse us of ingratitude and viciousness, they stigmatize us as, ungrateful, discontented, disobedient servants. *ah!*

Why should servants be grateful for the crumbs that fall from the rich man's table? They should be seated at the board and they know it. As for being discontented, a man who would not be discontented with such surroundings and such a low mode of life would be a perfect brute. It is through disobedience that progress has been made, through disobedience and rebellion. Disobedience in the eyes of any one who has read history is man's original virtue.

A servant ungrateful, discontented and rebellious, is probably a real personality and has much in him. The obedient and servile servant cannot be admired, even the master, who may be glad to have such a servant, cannot possibly respect him.

all
 I have inferred that girl servants in the homes of the rich, are used for immoral purposes. It is a fact that some rich parents select the healthiest and prettiest maids, as an inducement to keep their sons at home and out of the rowdy houses of the district. Recently, Miss M. L. Carpenter of Chicago, made the startling statement, that 75 per cent. of the women of the tenderlon of the cities in the United States are recruited from domestic service. Miss Carpenter who spent nine months in the kitchens of Chicago for the purpose of making a study of the situation, declared that the women of America were dormant to a condition which has existed for years, and upon which disorderly houses throughout the land flourish. Girls who come from the country and get employment in private homes are unsafe. They are menaced by the heads of families, or older sons, and this, together with long hours, late dinners in the houses where they are in service, and often orgies, lead to their ultimate degradation.

Birth Control Movement
Culture
 Such is the morality of the rich. Volumes might be written on this one phase of servant life. This crime, against the sisters of the workers, is being exploited by the modern dramatist. I refer you to John Galsworthy's significant play "The Eldest Son" and Henrik Ibsen's master piece "Ghosts." Also Leo Tolstoi's powerful novel "Resurrection."

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 The maid in the homes of the rich who has not been approached or insulted, is indeed the exception. It is a waste of time and energy to try and patch up the differences between masters and servants, they have no common ground. No self-respecting human being will ever be satisfied to remain the menial servant of another. We must organize to make better the condition of servants now, and, finally do away with menial labor.

WHERE DO YOU BELONG?

Do you belong in somebody's kitchen, attic or basement, doing their dirty work, attending to their most intimate personal needs, hiring out for all the time you are awake into the services of others who treat you as an inferior being?

Do you belong there? Are you satisfied with your lot? Are you content to be a slave?

Or do you wish to have shorter hours, higher wages and respectful treatment from your employers?

If so, do you belong to the Domestic Workers Industrial Union, an organization of domestic slaves who have broken away from the monotonous drudgery of their existence, who have rebelled at outrages imposed on them, and have banded together in a determined effort to better their conditions.

They realize that their only hope lies in arousing the workers to a knowledge of their own power, and that their only strength lies in organization. They invite you to join them, knowing that your wrongs are their wrongs, and that an injury to one is the concern of all. Don't hold back and allow them to fight your battles. Don't sit idly by while they struggle against the enemy, which is your enemy, and then step forward in the end and reap the benefits you don't deserve.

Endorse them, support them, join them. That is where your interests lie. Have you served others so long you have forgotten you have interests of your own? Join the Domestic Workers Industrial Union. They need you and you need them. THAT IS WHERE YOU BELONG.

It includes housemaids, cooks, second girls, nursemaids, laundresses, seamstresses, and all workers engaged by the hour, day or month in private families.

INSTRUCTIONS HOW TO ORGANIZE

To secure a Charter of the Industrial Workers of the World, get the names of twenty actual wage workers. Those who make a living by working for wages.

All who sign the Charter Application Blank pledge themselves to be in accord with the principles of the I. W. W., as outlined in the Preamble.

Dues paid to the Union are fifty cents per member per month.

If those who sign the Charter Application Blank are employed in the same industry, they will be chartered as an Industrial Union with jurisdiction over all wage workers employed in that industry. If the signers of the Charter Applica-

tion are employed in two or more industries, they will be chartered as a Recruiting Union or as an Industrial Union of the industry in which a majority of those who signed the Charter Application are employed, with the understanding that they are allowed to take in members of other industries until they have a sufficient number to be chartered as an Industrial Union of the industry in which they are employed. Recruiting Unions are temporary organizations, formed for the purpose of having organizations to carry on the educational work necessary for the formation of Industrial Unions.

As soon as there are twenty members in a Recruiting Union who are employed in the same industry, they will be chartered as an Industrial Union of that industry.

The methods used in getting a Union started depends upon the circumstances in the locality where the Union is to be formed. You can call a meeting, advertising the same. If there are any among you who are able to explain the principles of the I. W. W., have them do so to those who attend the meeting.

After the explanation has been made, you can call upon all those present, who are in accord with the principles of the Organization, to come forward and sign the Charter Application. Or you can circulate the Charter Application among those with whom you come in contact, and explain the principles of the Industrial Workers of the World to them individually. If they desire to organize, have them sign their names and addresses on the Charter Application.

When you have twenty names, or more, you can notify them to attend the meeting, form a temporary organization by electing a temporary Secretary and Chairman. Collect the Charter fee from those who sign the Application, forward the same to this office, with the Application. The Charter and supplies will be sent to you at once.

In forwarding the Charter Application be sure to specify in what industry those who sign the Blank are employed, so we will know to make out the Charter.

Trusting that the above will be of assistance to you in organizing your fellow workers, I am

Yours for Industrial Freedom,

WM. D. HAYWOOD,
General Secretary-Treasurer.

INDUSTRIAL WORKERS OF THE WORLD,
1001 West Madison Street,
Chicago, Illinois.

MSH # 22428

**END OF
TITLE**